CURRENT TRENDS AND RESEARCH IN DRUG-FREE WORKPLACE EFFORTS

Office of National Drug Control Policy
Washington, DC
Bernie McCann, CEAP
Workplace Policy Analyst

Office of National Drug Control Policy
The White House
Washington, DC 20503
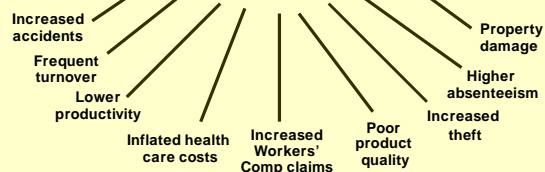202-395-3096, fax: 202-305-6744
Bernard_A._McCann@ondcp.eop.gov

Workplace Drug Use

- **13.6 million Americans report 'current drug use'**
- **Estimated cost to economy = $276 billion in 1995***
  (*Does not include employer costs)
- **Almost 75% of 'current drug users' are employed**
  (Full or part-time)
- **8.3 million American workers report drug use**
  (or 6.5% of employed adults)
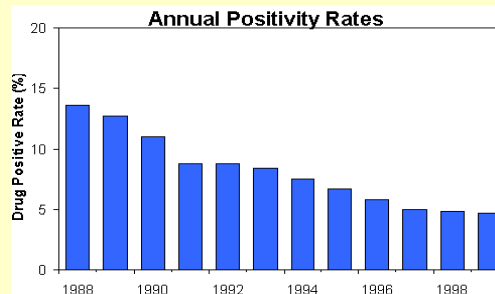- **11.2 million American workers report heavy drinking**
  (or 14% of employed adults)

2

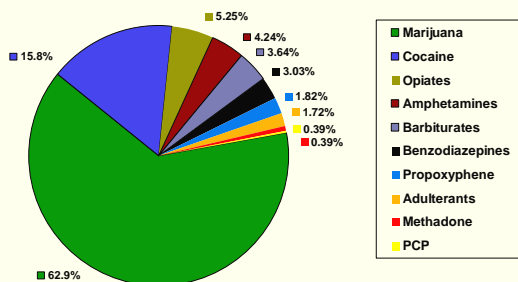---

Workplace Substance Abuse

Costs and Consequences

- Increased accidents
- Frequent turnover
- Lower productivity
- Inflated health care costs
- Increased Workers' Comp claims
- Poor product quality
- Increased theft
- Higher absenteeism
- Property damage

3

Workplace Drug Test Results 1988-99

Annual Positivity Rates

Source: Quest/SmithKline Drug Testing Index - 1999

Positive Drug Test Results by Type -1999

- 5.25%
- 4.24%
- 3.64%
- 3.03%
- 1.82%
- 1.72%
- 0.39%
- 0.39%
- 15.8%
- 62.9%

Legend:
- Marijuana
- Cocaine
- Opiates
- Amphetamines
- Barbiturates
- Benzodiazepines
- Propoxyphene
- Adulterants
- Methadone
- PCP

Source: Quest/SmithKline Drug Testing Index - 10/99

National Drug Control Strategy

Goal #3 - Reduce Health and Social Costs of Illegal Drug Use

Objective #3 - Promote national adoption of comprehensive drug-free workplace programs that include: drug testing, education, prevention and intervention.

Targets - Increase number of workplaces with:
- Drug-free workplace policies
- Substance abuse education (1 hr/year)
- Employee Assistance Programs
- Drug Testing

6

Role and Objectives of Drug Prevention

- Deter experimentation and new drug use
- Deter existing users progression into more serious use
- Break intergenerational cycle of substance abuse
- Reduce risk factors and increase protective factors
- Improve knowledge and attitudes
- Reduce drug and alcohol problem behaviors

7

Workplace Prevention Efforts

➡ The workplace provides an ideal venue and opportunity to influence both individual adult behavior and community norms.

➡ Clear, consistent workplace substance abuse policies and employee drug education can:
  1) create an aware and informed workforce;
  2) significantly reduce drug and alcohol abuse problems in the workplace; and
  3) reach employees, their families, and into their communities with prevention messages.

8

Drug-free Workplace Programs Historical Development

- 1940s - Occupational Alcoholism Programs
- 1960s - Employee Assistance Programs
- 1986 - Executive Order 12564
- 1988 - Drug-Free Federal Workplace established
- Drug-free Workplace Act of 1988
  (covers Federal contractors and grantees)
- 1989-94 Transportation (DOT) Regulations
  (covers safety-sensitive transport employees)
- Drug-free Workplace Act of 1998
  (provides drug-free workplace assistance to small business)
- National Drug Control Strategy: Workplace

9

Why would Employers Implement a DFWP?

- Triggering event
- Regulations
- Safety of:
  - Public
  - Employees
- Productivity
- Cost savings
- Community and/or Industry norms
- Labor market influences
- Liability exposure
- Tax incentives
- Health insurance

10

Components of a Drug-Free Workplace Programs

- Policy Statement and Procedures
- Employee Education
- Supervisory Training
- Employee Assistance Program (EAP)
- Drug Testing

11

Workplace Policy Elements

- Rationale (specific to worksite)
- Prohibited behaviors (and substances)
- Employees affected
- Detection of policy violation
- Consequences of prohibited behavior
- Availability of assistance

12

DFW Policy Considerations

- Why implement a DFW policy?
- Who or what groups decide?
- Who should be covered by policy?
- What substances are prohibited?
- To test or not to test?
- Consequences of policy violations
  - Treatment options?
  - Suspension, termination, etc?
  - Worker's comp and unemployment claims?
  - Return to work procedures?

13

Employee Education - Learning Objectives

- Clearly communicate policy
- Inform about the dangers of drug use
- Identify signs of drug abuse and effects on job performance and safety
- Describe when, if and how to approach co-workers and/or family members
- Additional resources for help and info

14

Supervisory Training - Learning Objectives

- Identify signs of drug abuse and effects on job performance and worksite safety
- Clarify supervisors' role and responsibility in policy enforcement
  - Recognize
  - Document
  - Intervention
  - Referral to EAP and/or drug testing
 - Follow-up job performance monitoring

15

Employee Assistance Programs

- Workplace-based services to assist in problem identification and resolution
- *Confidential* service to employees
- Assess, refer to help and follow-up
- Education and training services
- Consultation and training for organization
- Often available to family members

16

To Test or Not to Test?

- Worksite safety - internal
- Public Safety - external
- Privacy - legal and ethical
- Legitimacy of business concern
  - Job performance indicators
  - Off-duty v.s on-duty use
  - Non-workplace drug convictions
- Risk reduction and liability issues
- Business Climate
- Organizational culture
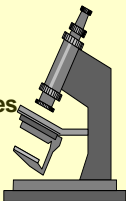
17

What Substances are Covered?

- Illicit drugs
- Alcohol
- Prescription drugs
  - Used with or against medical advise
- Over-the-counter medications
- Non-medical intoxicants

18

To Treat or Not To Treat?

- **Zero tolerance or …..?**
- **Treatment opportunities**
  - **Type and number**
- **Who pays?**
- **Return to duty restrictions**
- **Last Chance Agreements**
- **Expectations from treatment**

19

"Carrying the Message"
-about Workers and Treatment

Those who participate in drug treatment:

- ⬇ **Decrease their drug use**
- ⬇ **Decrease their criminal activity**
- ⬆ **Increase their employment**
- ⬆ **Improve their social functioning**
- ⬆ **Improve their physical health**

> **Drug use and criminal activity decrease for virtually all who enter treatment, with better results the longer they stay in treatment**

20

Easy Access DFW Resources - US

Federally-funded services

- ☎ **Drug-Free Workplace Helpline -**
  - ☞ **Employers, Labor Unions, Supervisors, & Associations**
- 💻 **National Clearinghouse (NCADI) -**
- 💻 **Department of Labor (Working Partners) -**
- ☾ **Drug Enforcement Administration -**
  - ☞ **Regional Demand Reduction Coordinators**
- ☾ **Department of Transportation -**
  - ☞ **Assists with FAA, FHWA, USCG, FTA, FRA, RSPA regs**
- ☾ **Small Business Administration -**
  - ☞ **50+ Small Business Development Centers**

21

Easy Access DFW Resources, cont.

- ✔ **State Substance Abuse and related Workforce Development Agencies**
- ✔ **Private Sector Resources**
  - **Regional and Community groups, i.e., "Drugs don't Work" Coalitions, etc.**
- ✔ **Professional and Trade Associations - National, State and local, e.g.,**
  - **Employee Assistance Professionals Association**
  - **National Drug-free Workplace Alliance**
  - **Chambers of Commerce**
  - **Substance Abuse Professionals Association**
  - **Natl. Assn. of State Alcohol & Drug Abuse Directors**

22

Opportunities/Challenges

- **Creating demand among small employers**
- **Delivering services cost-effectively**
- **Program standards and procedures**
  - **Federal or State issue?**
  - **Uniformity and standardization**
  - **Employee protections**
  - **Enforcement authority**
- **Certification of professionals and others delivering DFW products and services**

23

Drug Testing Elements

- **Established policy and procedures**
- **Illicit Drugs (or additional substances)**
  - Marijuana, Cocaine, PCP, Opiates, Amphetamines
- **Alcohol**
- **Testing Methodology**
  - **Screening and Confirmation**
- **Types of Testing**
- **Consequences of Positive Tests**
- **Due Process and Appeals**

24

Types of Workplace Testing

- Pre-employment
- Random
- Reasonable Suspicion
- Post accident/incident
- Return-to-duty
- Follow-up
- Voluntary
- Pre-Promotion
- Periodic

25

Who Should be Covered?

- Large and/or small businesses?
- All workplaces and all workers?
- Safety-sensitive workers?
- Certain industries?
- Certain professions?

26